Joint Meeting of MTC Planning Committee and ABAG Administrative Committee Merger Study Implementation Action Plan

May 27, 2016

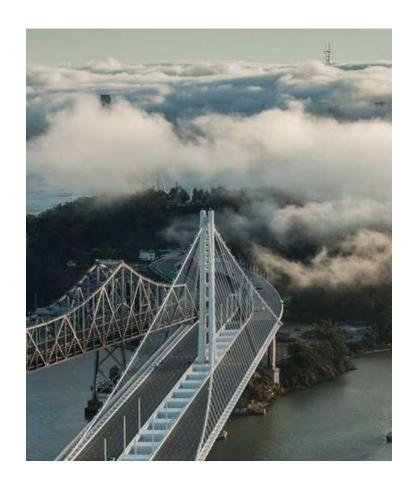






Overview

- Project Update
- Overview of Option 7
- Implementation Action Plan
- Next Steps









Project Update

Task 1

Work Plan and Schedule **Joint Committee** Workshop

Partners

Task 2

Regional Transportation and Planning Organization Model / Options

> Stakeholder Engagement

Feb to March

Task 3

Alternative Options Analysis

April to May

Task 4

Merger **Implementation** Plan

May to June

Meetings with:

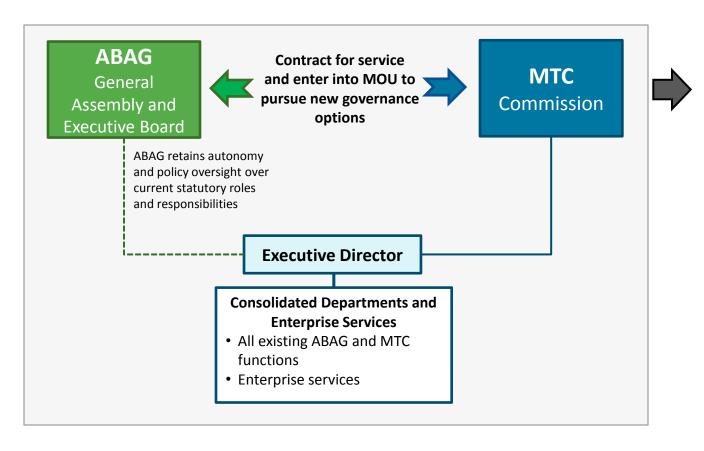
- ABAG General Assembly and Executive Board (May 19)
- MTC Commission (May 25)
- Joint Committee (May 27)







Option 7. Consolidate all Staff Functions and Pursue New Governance Options



Evaluate the existing governance structure for efficiency, effectiveness and transparency



Decide whether to create a new regional governance model

Alternatives for organization governance, structure and staffing to be analyzed



What is an Implementation Action Plan (IAP)?

Implementation Action Plan

- A tool to help guide the process should MTC and ABAG move forward with Option 7
- The IAP may be modified or amended as the process moves forward





General Approach to the IAP

1. Policy Support

Gain policy support for Option 7

2. Due-diligence Analysis and Contract for Service/MOU

Conduct a due-diligence analysis leading to a possible Contract for Service and MOU

3. Employee Engagement

Establish a process by which employees will be engaged early and in-depth.

4. Employee Transition

Transition ABAG staff (if a contract for service is executed)

General Approach to the IAP

5. Administrative Activities

Implement general administrative activities to support contract

6. Work Program Integration

Integrate ABAG work program into MTC





A. Framework and Schedule

Objective: To achieve consensus regarding the general framework, schedule and plan for implementation of Option 7.

	June	July	Aug	Sept	Oct	Nov
A1a. Adopt resolution expressing support for Option 7						
A1b. Enter into agreement to support ABAG planning services						
A2. Develop implementation schedule						
A3. Request Commission/Board Chairs to work on contract and MOU						
A4a. Establish a joint employee/management committee						
A4b. Meet with employee bargaining groups						
A5. Develop Communications Plan						







B. Contract for Service

Objective: To conduct a financial analysis of the impact on both MTC and ABAG of consolidating all staff functions within MTC and develop a contract for service if determined to be feasible.

	June	July	Aug	Sept	Oct	Nov	Dec	Jan
Financial Analysis (Due Diligence)								
B1. Conduct financial analysis, forecast and actuarial study								
B2. Analyze programs and services and determine ongoing costs								
B3 . Evaluate cost structure to provide contract services								
Contract Development								
B4. Assign contract development team								
B5. Develop outline for scope of services to be included								
B6. Prepare proposed executive level organization structure								
B7. Develop work program to be carried out by MTC								
B8. Conduct legal assessment								
B9. Draft and execute services contract								





C. Memorandum of Understanding

Objective: To establish a time frame for future consideration of governance options.

	June	July	Aug	Sept	Oct	Nov	Dec	Jan
C1a. Establish timeframe for future consideration of governance options								
C1b. Draft MOU and review with respective policy bodies								
C1c. Adopt MOU								
C2. Conduct evaluation								TBD



D. Human Resources

Objective: To establish the compensation and benefit structure for ABAG employees to be transitioned to a consolidated agency.

	June	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb
D1 . Document ABAG staff and compensation policies									
D2. Document ABAG benefit structure									
D3a. Sustain ABAG and relevant MTC vacancies									
D3b. Develop transition plan									
D4a. Implement transition plan and make employment offers									
D4b. Transition employees									
D5. Determine how to address ABAG obligations to retirees									
D6. Brief existing retirees									



E. General Administration

Objective: To establish a work program for general administrative activities following execution of a contract for service.

	Nov	Dec	Jan	Feb	Mar
Administrative Services					
E1 . Establish policies and procedures for financial management					
E2. Develop financial reporting policies					
E3. Assess ABAG investment policies and make changes as needed					
E4 . Amend budget documents following contract implementation					
E5. Brief ABAG employees on new HR policies and procedures					
E6 . Assess opportunities to consolidate IT systems					
E7. Redistribute support staff responsibilities, as needed					
E8. Contract outside legal services for ABAG					



E. General Administration

Objective: To establish a work program for general administrative activities following execution of a contract for service.

	Nov	Dec	Jan	Feb	Mar
Organizational Development					
E9a . Review existing MTC and ABAG organization structure					
E9b . Meet with designated stakeholders on organization structure					
E9c. Gain consensus around new structure and implement					
E10a . Meet with planning staff to understand interests					
E10b . Develop integrated planning work program					
E11a. Conduct teambuilding sessions					
E11b . Establish vision, values and expectations for planning dept.					
Commission, Board and Committee Support					
E12 . Determine reporting relationships					
E13. Assess policy body staff support needs and assign staff					
E14a . Study policy committee structure (using process maps)					
E14b . Propose revisions to policy committee structure					







F. Policy Programs and Services

Objective: To develop an integrated work program for Plan Bay Area and establish a unified planning team positioned to address the region's planning priorities.

	Nov	Dec	Jan	Feb	Mar	Apr	May	June
F1a. Prepare PBA policy decision making process map								
F1b . Propose revised policy roles and responsibilities, if necessary								
F2. Prepare revised and fully integrated PBA work program								
F3a. Identify existing and regional issues to include								
F3b. Forge closer relationship with BAAQMD and BCDC								
F4. Inventory services and develop planning work program								



Action Requested

- Review and approval of the proposed or an amended IAP
- Refer to respective policy boards for consideration in June

Metropolitan Transportation Commission and Association of Bay Area Governments

Consolidation of all Staff Functions and Pursuit of New Governance Options – Proposed Implementation Action Plan

Association of Bay Area Governments

Metropolitan Management Partners







Proposed Next Steps

- Conduct financial and legal analyses to determine impact on both MTC and ABAG (due diligence)
- Develop implementation schedule
- Request Commission/Board Chairs or designees to work on contract and MOU
- Establish a joint employee/management committee







Thank you

